

STUDENTS WHO REPORT SEXUAL HARASSMENT

As a Butte College employee, you are a mandated reporter under Title IX. If a student reports sexual harassment to you, you are required to report this to the Title IX Coordinator.

Sexual harassment involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct; it is usually found in the context of a relationship of unequal power, rank, or status. It does not matter that the person's intention was not to harass. It is the effect of the harassment that harms. As long as the conduct interferes with a student's academic performance or creates an intimidating, hostile, or offensive learning environment, it may be considered sexual harassment.

Sexual harassment usually is not an isolated one-time-only case, but a repeated pattern of behavior that may include:

- Comments about one's body or clothing.
- Questions about one's sexual behavior.
- Demeaning references to one's gender.
- Sexually oriented jokes.
- Conversations filled with innuendoes and double meanings.
- Displaying of sexually suggestive pictures or objects.
- Repeated non-reciprocated demands for dates or sex.

Common reactions by students who have been harassed is doubting their perceptions, wondering if it was a joke, or if, in some way, they have brought it on themselves. A student may begin to participate less in the classroom, drop or avoid classes, or even change majors.

Suggested strategies to support a student reporting sexual harassment:

1. Listen to the student's concerns.
2. Handle the situation with sensitivity regardless of your personal biases.
3. Tell the student about helpful resources for problem resolution.
4. Share information about the campus policy on sexual harassment.
5. Refer the student to a resource for informal or formal resolution of the concerns, such as Campus Police, Safe Place, or the Title IX Coordinator (see Resources page).

Suggested things to avoid:

1. Ignore the student's complaint.
2. Take action based on your personal biases.
3. Take action without consultation.
4. Tell the student nothing can be done about sexual harassment.